



**NATIONAL CADET ADVISORY COUNCIL
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15 DEC 2009

MEMORANDUM FOR THE NATIONAL BOARD

FROM: National Cadet Advisory Council (NCAC) Chair

SUBJECT: NCAC Report on SNB AI-9 “CAC Term Limits”

1. At the 2009 Summer National Board Meeting, Colonel Donald Haffner, the Wisconsin Wing Commander, proposed that the National Board remove the two-year term limit per echelon from Group and Wing CAC representatives.

2. As a basis for this report, we have included the following background information. The proposed item on the summer agenda stated:

“By current regulation, cadets are limited to serving two terms at each echelon (Group, Wing, Region, and National) on the Cadet Advisory Council. Therefore, a cadet who serves as the Squadron CAC Representative to the Wing CAC for two years is not allowed to serve a third year as the Wing CAC Recorder or Vice Chairperson. For a cadet to serve in a leadership position on the Wing CAC, he or she would have to serve as the Squadron Representative the first year and immediately be elected to the Recorder or Vice Chair position the second year. Because of the two-year term limit, a cadet who is appointed as the Squadron Representative may either never have enough time to be elected to a leadership position, or be elected at too young of an age to be an effective leader over the Wing CAC.

As a result of the term limits and number of younger and inexperienced cadets, these CACs often have only a small number of senior cadets to provide the needed leadership to ensure that the council performs successfully and maintains continuity between each term.”

3. The National Cadet Advisory Council (NCAC) was able to hold a discussion with Colonel Haffner prior to the agenda item being brought to the boardroom floor, and the NCAC was able to pinpoint the underlying misconceptions regarding the CAC regulations in 52-16, specifically with term limits. Colonel Haffner motioned to send this agenda item to committee. The NCAC was tasked with reviewing this agenda item and providing a report to the Board for the Winter Meeting.

4. Through building the nationwide CAC structure throughout the 2009-2010 term and establishing our communication channels with our corresponding echelons, this Council has identified that there is a great deal of variation in interpreting the regulations governing the structure and administration of Cadet Advisory Councils. We as a Council do not agree with the complete abolishment of term limits; however, we do propose that changes to Chapter 3 of CAPR 52-16 be made to enhance the understanding of term limits and the CAC guidelines as a whole.



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5. The NCAC believes the phrase in the regulation stating that “Commanders may reappoint a cadet for only one additional term at each echelon,” is the central point of confusion in regards to term limits. The NCAC recommends that the statement should be rephrased to say that “Commanders may reappoint a cadet for only one additional term **for each representative position level.**” This change would allow a cadet to serve as an assistant representative for a maximum of two terms per echelon. For a primary representative, the same would apply per echelon. Our analysis of this issue concludes to find that the interpretation and enforcement of the regulation could possibly limit cadets in their ability to continually serve and progress with CAC.

6. As an example of a cadet’s progress through positions in CAC, a cadet may serve as an assistant representative for his or her squadron for one or two years. The following year, that same cadet may be selected to serve as the primary representative and be reapproved for one additional year of representation, serving a total of two terms as primary representative, after serving two terms as squadron assistant representative. The cadet would still be eligible to serve as the Chairperson of that Wing, during the term following his or her year(s) as primary representative. From there, the cadet would still have the opportunity to serve as the wing’s primary representative to the region echelon, and beyond, in continuing their progress in service to CAC.

7. The following chart, Figure 1-1, exemplifies one possible scenario of a cadet’s CAC service. Ultimately, the cadet could start as a squadron assistant representative and serve in each representative level position once, reaching the nation level, and would be eligible for election as the NCAC Chairperson during his or her seventh year of involvement with CAC. The chart is set arranged to show every position level in the Squadron, Wing, Region, and National echelons. While a cadet would age out of the cadet program before spending 11 years serving CAC, the intent of this chart is to indicate that retaining term limits is ultimately not detrimental to the overall longevity of a cadet’s involvement with CAC. The system also ensures that cadets continually gain experience as they move to higher echelons, especially ensuring that national representatives have multiple years of representation and leadership in CAC.

Figure 1-1:

POSSIBLE CADET ECHELON PROGRESSION IN THE CADET ADVISORY COUNCIL STRUCTURE											
Level/Year	1	2	3	4	5	6	7	8	9	10	11
National											Chair
									Vice/Rec	Vice/Rec	
								Asst Rep	Primary Rep	Primary Rep	
Region								Chair			
						Vice/Rec	Vice/Rec				
					Asst. Rep	Primary Rep	Primary Rep				
Wing					Chair						
			Vice/Rec	Vice/Rec							
			Primary Rep	Primary Rep							
Squadron	Asst Rep	Asst Rep									

*Note, the Group CAC Echelon is not included in this structural example



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8. This Council recommends that the phrasing in CAPR 52-16, Chapter 3, Section 4a. be amended as described above. We would also suggest that a chart or some type of visual aid similar to Figure 1-1 be included within section 4a. Our goal is to prevent cadets from being limited in service to CAC at any echelon, but also to insure that the opportunities of serving in CAC are widespread to as many cadets as possible.

9. In the process of evaluation the term limits issue, we discovered other areas of the chapter that could be improved so that members can more easily understand and apply the regulation's intent. In addition to this report, the NCAC will be submitting a proposed agenda item to the National Board that will include additional amendments to CAPR 52-16, Chapter 3: "Cadet Advisory Councils."

10. If you have any questions or concerns about this request or need further clarification, do not hesitate to contact me via email at zachary.king@cac.cap.gov or telephone at (856) 305-9984.



ZACHARY Z. KING, C/Lt Col, CAP
Chairman



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